

Human Relations

Education

Military Equal Opportunity

First Duty Station



Overview

- **Values (Same or Different)**
- **I Events leading to current AF Approach**
- **II Perceptions, Communication, Listening, and Prejudice**
- **III Unlawful Discrimination, Sexual Harassment, EOTI's**
- **IV Filing Complaints**
- **V Reprisal and Retaliation**
- **VI Human Relations Issues**
- **VII Roles and Responsibilities**
- **Closure**

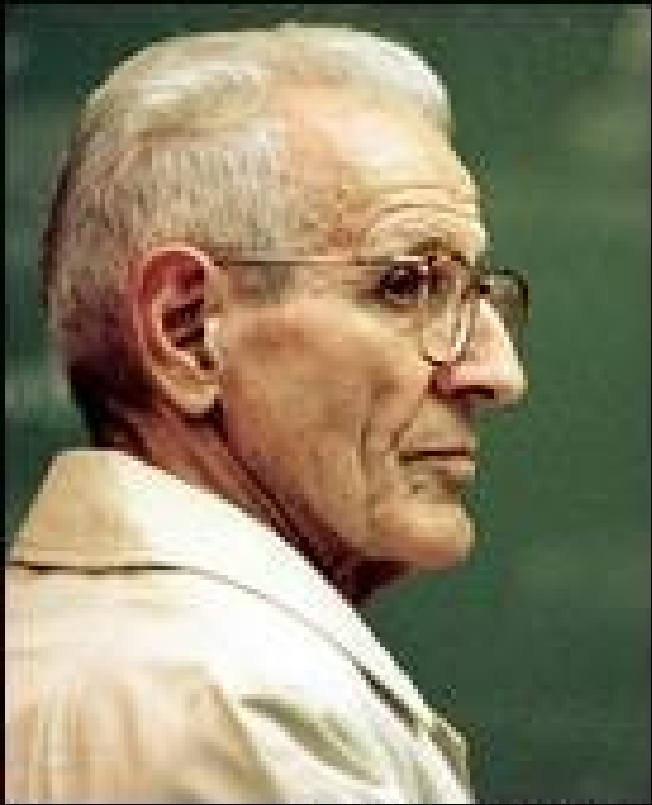
VALUES



Smiley N. Pool / The Houston Chronicle

Karla Faye Tucker

Death Penalty



Jeff Kowalsky / AFP



Carlos Osorio / AP

Matters of life and death



Church and State

**"I was
joking to
the team
that only
men do it.
Of course,
I'm crazy
enough I
had to do
it."**



Stephen Jaffe / AFP

Equality

State Votes On Interracial Marriage

**Alabama law in 1901 prohibits
blacks, whites from
marrying**

- MONTGOMERY, Ala — Alabama lawmakers have approved an amendment to the state constitution that would eliminate the nation's last remaining ban on interracial marriages. The amendment will take effect if approved by a majority of Alabama voters in a special election Oct. 12. The proposal was approved by the state House in April and by the Senate on Tuesday without a dissenting vote.



Mike Shapiro / Newsmakers

**Anti-Nazi
activists
celebrate the
cancellation
of a
scheduled
march by
white
supremacists
near
Lafayette
Park in
Washington
D.C.**

Freedom of Speech

Events Leading to Current AF Approach



History

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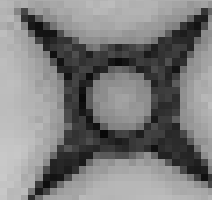
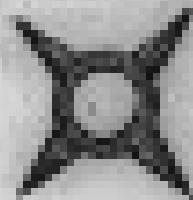
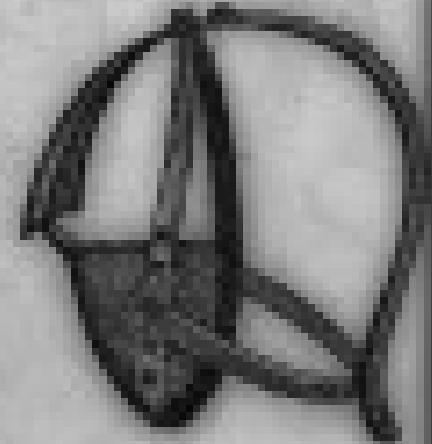
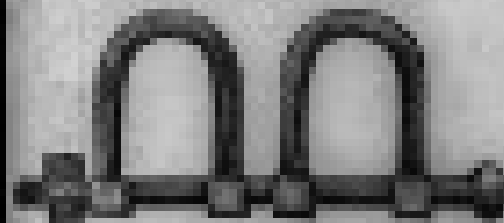
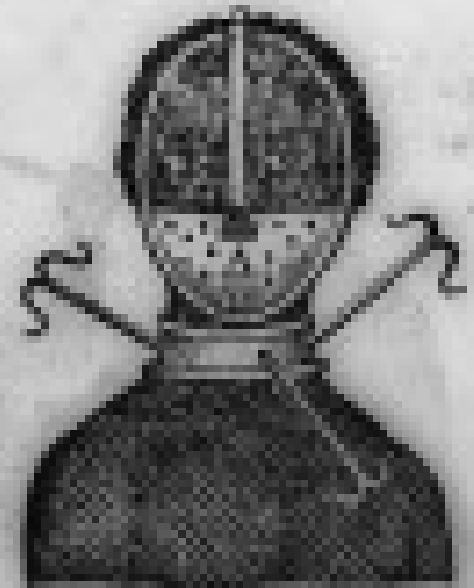
TO BE SOLD, on board the
Ship *Rams Head*, on tuesday the 6th
of May next, at *Abby Ferry*, a choice
cargo of about 250 fine healthy

NEGROES,

just arrived from the
Windward & Rice Coast.
—The utmost care has
already been taken, and ~~will~~
shall be continued, to keep them free from
the least danger of being infected with the
SMALL-POX, no boat having been on
board, and all other communication with
people from *Charles Town* prevented.

Askin, Laurens, & Apply.

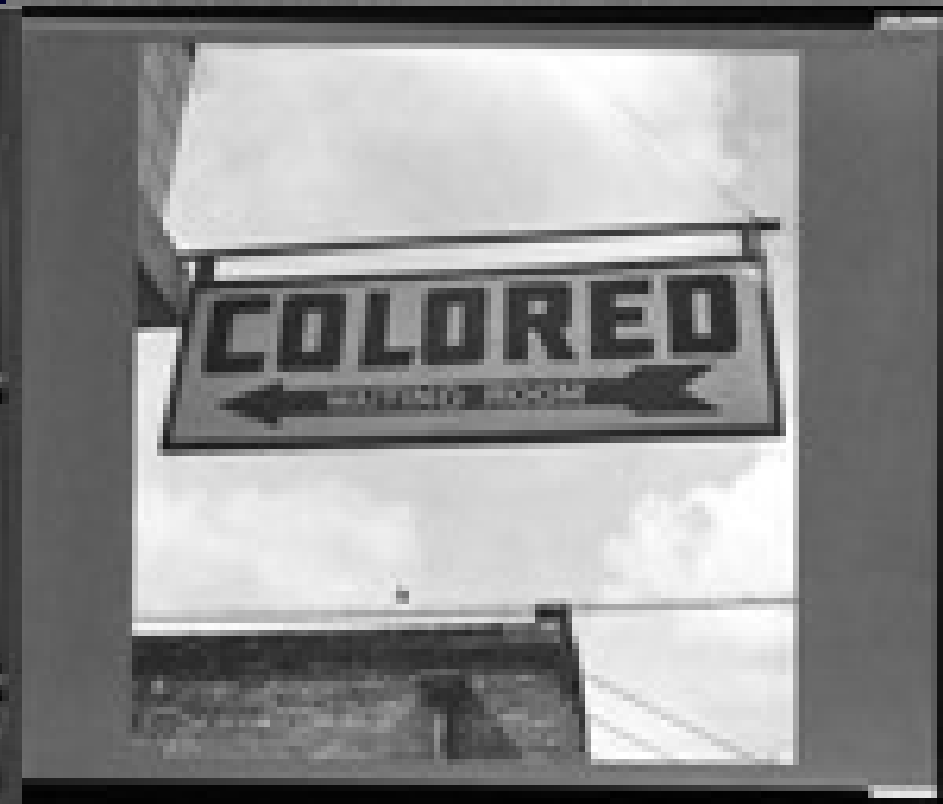
P.S. Full one-half of the above Negroes have had the
SMALL-POX in their own Country.



**Segregated restaurants,
water fountains, schools**

**Brown Vs. Board of
Education in 1954**

**Supreme court ruled
segregation is
unconstitutional**



Rosa Parks bus incident on Dec 1, 1955 led to bus boycott



Bus Boycott



© The Associated Press

Freedom Bus

Civil Disturban ces



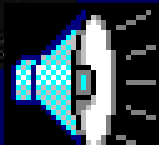
© The Associated Press



Francis Miller/LIFE



Bob Fitch/Black





Japanese Internment Camps 1942-1946



Military

- **Disruptive events/racial disturbances on many military installations, i.e., Travis & Minot**
 - **Travis (22 May 1971)**
 - 4 day riot
 - Started over the volume of a phonograph during a party.
 - Security Forces in riot gear battled 200 brawling airmen.
 - 60 blacks moved on the base jail to set free arrested airmen.
 - Lt Col beaten and suffered lacerations and bruises.
 - 135 were arrested (including 25 whites)
 - One recorded death
 - More than 30 Airmen and officers were treated at the base hospital for riot related injuries.

Federal Government

- **Civil Rights Act of 1964, Executive order 11478**
 - **Gave the Air Force the power to strike at discrimination**
 - **Air Force became complacent thinking it was proactive**
 - **a wave of civilian disturbances struck the U.S. to include Los Angeles, Cleveland, Washington, Baltimore, Boston, and a dozen other cities due to minority frustrations after the promises of the Civil Rights Act.**

Department of Defense Response

**Human Goals Proclamation, DoDD
1100.15 (last revised May 1994)**

- In all that we do, we must show respect for the serviceman, the servicewoman, the employee, and family members', recognizing their individual needs, aspirations, and capabilities.**

Air Force Response

- **Establishment of the Social Actions Program**
 - **Est. in 1972 by a race relation's task force for education purposes.**
 - **Originated as a three year proposal.**

Contemporary EO Events/Disturbances

- **Civilian:** Anita Hill/ Clarence Thomas, Rodney King, O.J. Simpson Trial Verdict, and Jaspar, Texas, Timothy Thomas, etc.
- **Military:** Tailhook, Desert Shield/Storm - Women in Combat, Fort Bragg, NC, Aberdeen, etc.



Steve Marcus / Reuters



KNBC-TV

Police guide children from the Jewish community center in Granada Hills on Aug. 10 after a gunman opened fire on children and staff members. The next day, suspect Buford O. Furrow Jr., left, surrendered to the FBI.

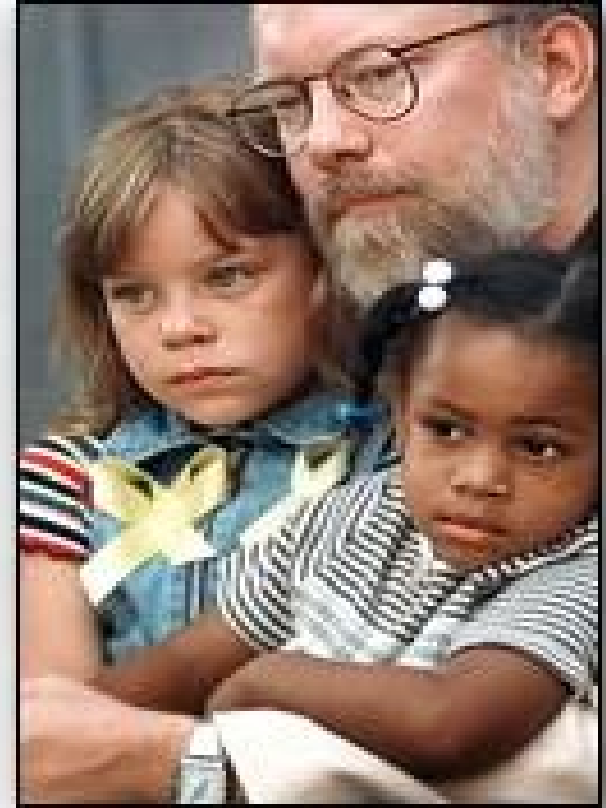
Swastikas found at Columbine



LITTLETON, Colo., Aug. 16 — Newly scrawled swastikas found in some bathrooms marred students' return to Columbine High School on Monday, the first day of classes since April 20, when two students unleashed a deadly rampage at the school on the



Ron Jaap / The Beaumont Enterprise



David J. Phillip / AP

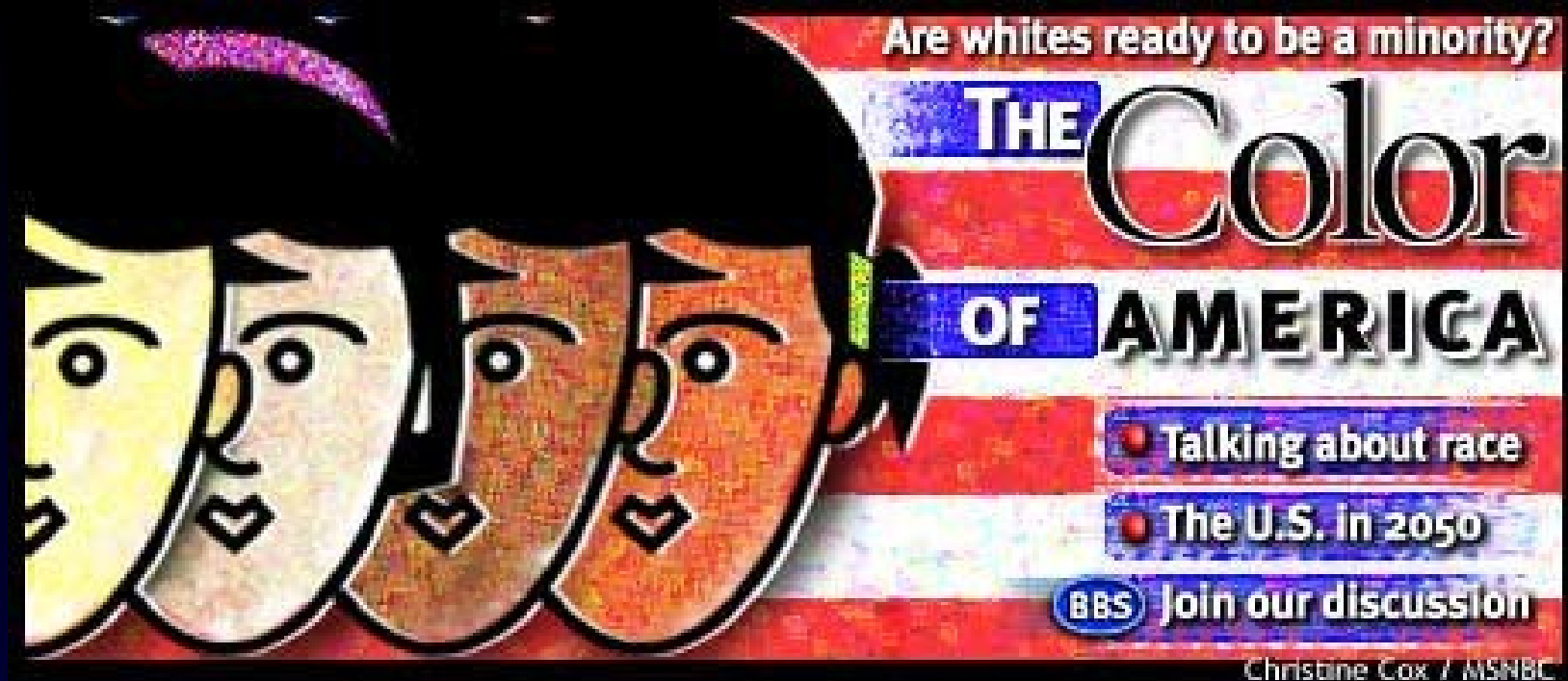
Murder behind the wheel

June 11 -- James Byrd Jr. was chained to the back of this pickup and dragged to his death outside Jasper, Texas. Two white men, John King and Lawrence Brewer, were charged in the murder of Byrd, a black man. Right, the Rev. Walter Snyder holds his daughter, Laura, and her friend, Kaitlin D. Snyder, at the funeral for Byrd.

Reaction to 1990 EO Issues

- **1994: (Mar) Social Actions changed to Military Equal Opportunity**
- **1995: (Oct) AF implemented EO 2000**
- **1996: MEO Informal Complaint Process**

ISSUES



Quick. Imagine an American. Is your American white? Come the middle of the next century, according to the best estimates, most Americans won't be.

MSNBC

Demographics

- **U.S. population will increase by 50 percent between 1995 and the year 2050**
- **Today, 74 percent of the U.S. population is non-Hispanic white. By 2050, only 53 percent of the U.S. population will be non-Hispanic whites**
- **Hispanics population increase from 12.5% to 24.5%**
- **Black population increase from 12.3% to 13.6%**
- **Asian population increase from 3.6% to 8.2%**

Language other than English

Members are authorized to speak other languages in the workplace as long as language does not interfere with normal duty operations, i.e., safety issue or “business necessity.” To arbitrarily deny a member the right to speak another language in the workplace is a form of unlawful discrimination based on national origin.

English “Only”

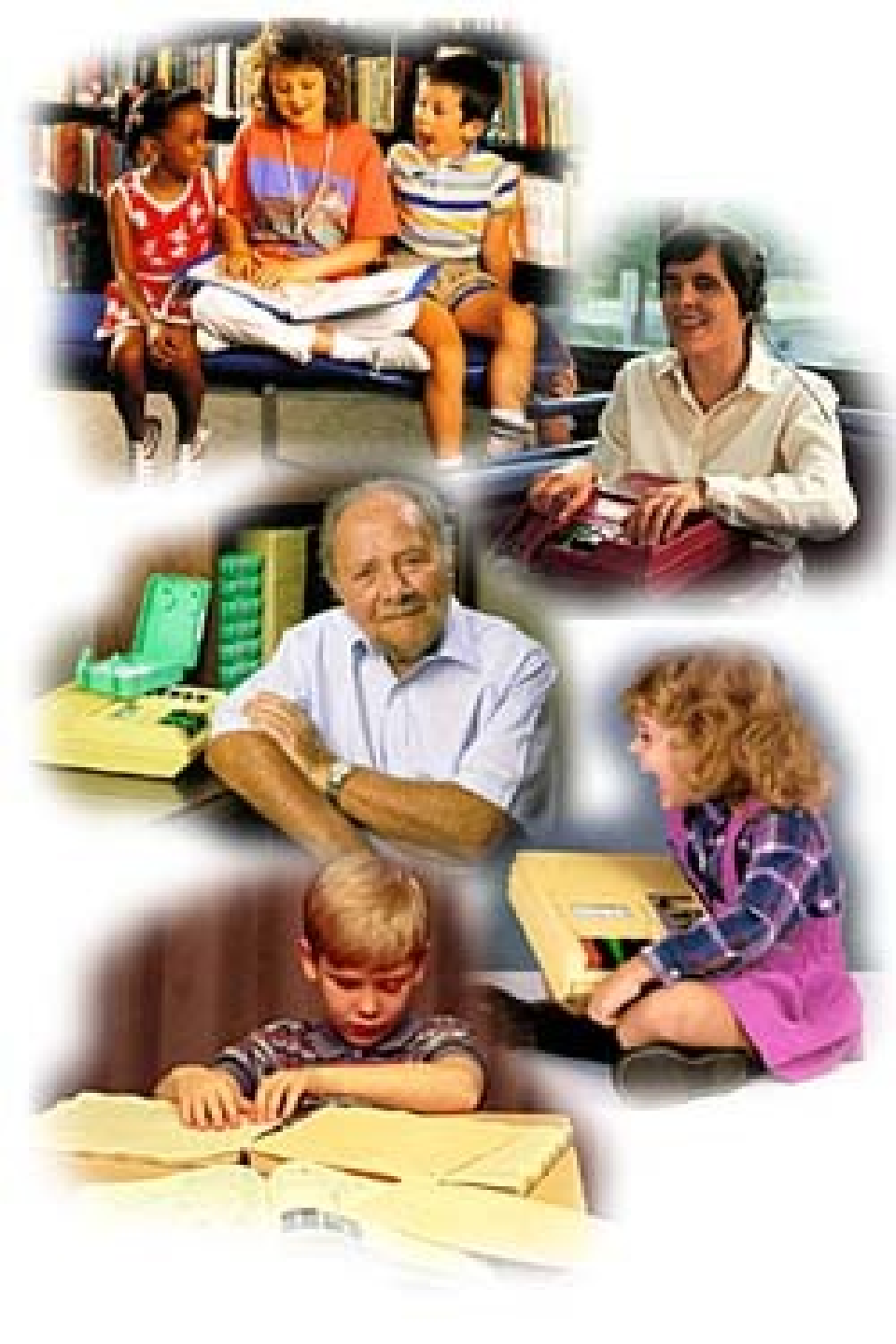
Complaints filed by the EEOC against companies with English-only policies have nearly tripled in the last three years, according to the agency. Ninety-one were filed nationwide last year, compared with 32 in 1996.



Eric Draper / AP

With Disability Act (ADA) Civilian

**ADA prohibits
discrimination and
ensures equal
opportunity for
persons with
disabilities in
employment.**



Religious Accommodations



Pica / Reuters

The military does not exist in a vacuum. Its service members come from a society steeped in a rich heritage of religious faith and practice. The military, therefore, reflects the hopes and expectations of that society.

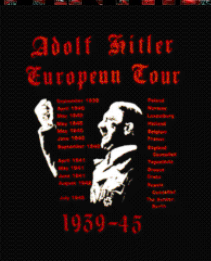
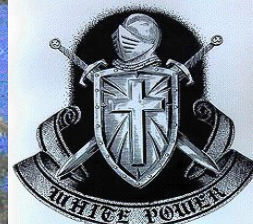
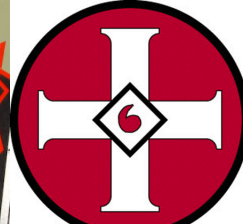
Feb 3, 1988

**DoD
1300.17**

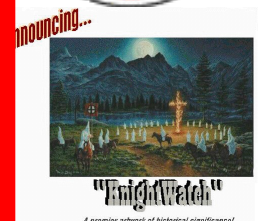


Menahem Kahana / AFP

“Accommodation of Religious Practice Within the Military Service” Recognized that “a basic principle of our nation is free exercise of religion,” and that the “DoD places a high value on the rights of Service members of the Armed Forces to observe the tenets of their respective



HATE Groups



Hate Group

A group that supports supremacist causes or attempts to create unlawful discrimination, based on race, color, sex, national origin, or religion; advocates the use of force/violence or otherwise engages in the effort to



**DoD policy
prohibits
service
members
from actively
participating
in extremist
group activity**



IAW AFI 51-903

- **Commanders must preserve the service member's right of expression, to the maximum extent possible, consistent with good order, discipline, and national security, however...**
 - No active participation...Ex: recruiting, rallies, leafleting, leading, etc**
 - Mere membership must be considered in evaluating or assigning members**
- **Report concerns to CC, SFS, OSI, MEO**

HATE GROUPS IN OHIO

- **Aryan Nations**
 - Columbus, Lakewood
- **KLAN**
 - Massillon,
 - Columbus,
 - W. Mansfield
- **National Alliance**
 - Dayton
 - Parma
- **Skinhead**
 - Cleveland

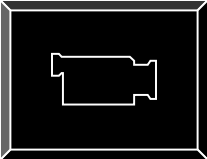
MISSING



A Future for White Children in America

DESCRIPTION: Blond, brown, or red hair, fair skin, innocent expression, intelligent, inquisitive, trusting. Future abducted by rapidly multiplying minorities and corrupt politicians. Please contact:

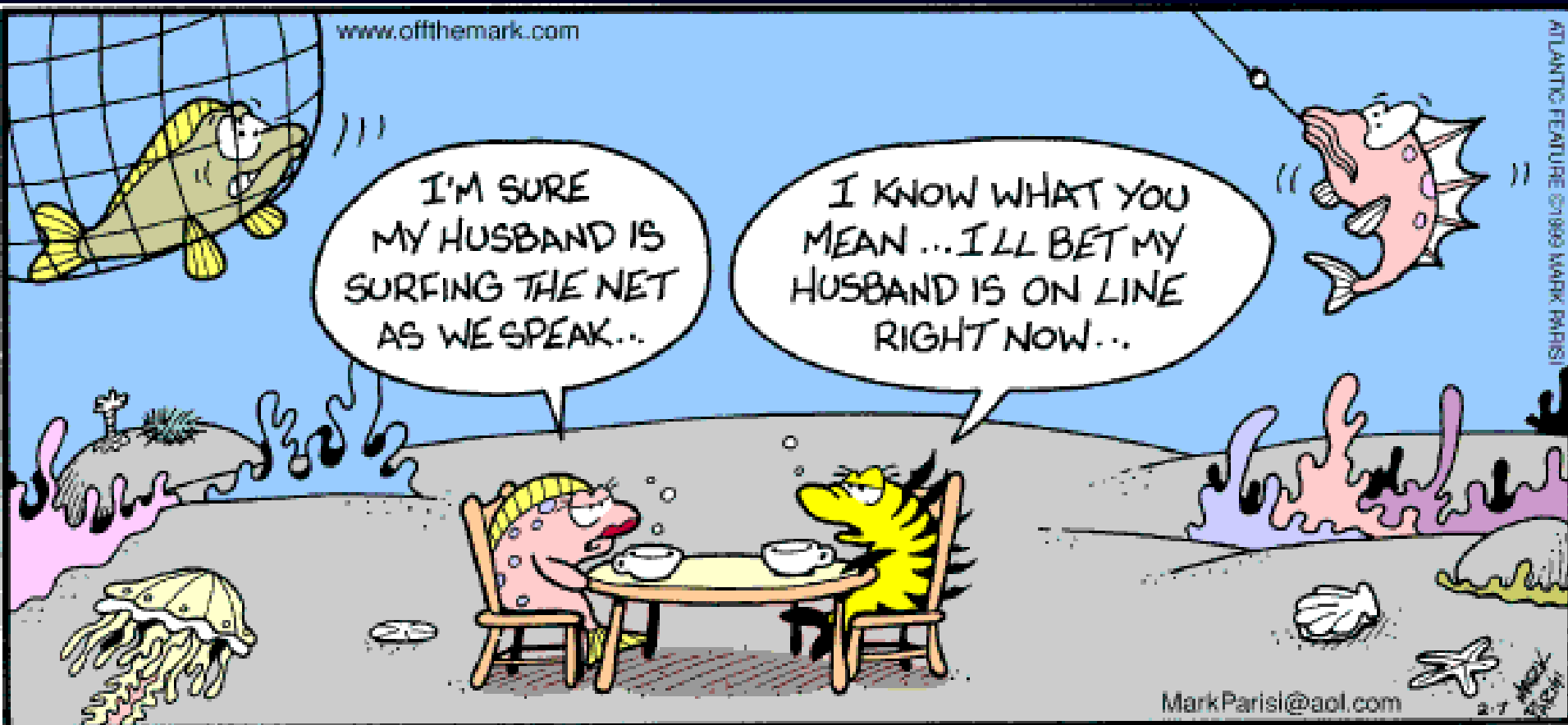
National Alliance
PO Box 340756
Dayton, OH 45434



Computers & MEO

Purview

Use does not extend to harassing e-mail, displaying or sending hate literature (swastikas, neo-nazi material), surfing sexually oriented sites, or downloading sexually oriented material



Wearing of Tattoos

Unauthorized tattoos and brands are classified as those anywhere on the body that:

Are obscene.

Advocate sexual, racial, ethnic, or religious discrimination.

Are prejudicial to good order and discipline, or of a nature that tends to bring discredit upon the Air Force.



POLICY

Department of Defense Policy

IAW DoD 1350.2: Promote an environment free from personal, social, or institutional barriers that prevent service members from rising to the highest level of responsibility possible. Members shall be evaluated only by individual merit, fitness, and capability.

Air Force Policy (military)

**IAW AFPD 36-27: the Air Force will
conduce its affairs free from
unlawful discrimination and sexual
harassment. It provides equal
opportunity and treatment for all
members irrespective of color,
national origin, race, religion, or
sex, except as prescribed by
statute or policy.**

Air Force Policy (civilian)

IAW AFR 40-713: the Air Force recognizes and supports the principles of the Equal Employment Program. Air Force managers and supervisors are responsible for effecting these principles through personnel management decisions and for making EEO considerations an integral part of the management process.

Wright-Patterson AFB Aeronautical Systems Center Policy

Everyone in the Aeronautical Systems Center (ASC) has a responsibility to protect Air Force resources, particularly people, our most important resource. To do so, each and every one of us must fully support and embrace the Air Force Equal Opportunity and Treatment (EOT) policy.



Gen. William R. Looney III
Commander

Wright-Patterson AFB 88th Air Base Wing Policy

All Air Force members expect and deserve to work in an environment where they can perform to their full potential and contribute their maximum efforts. Any act of discrimination or sexual harassment negatively impacts morale, esprit de corps, and detracts from mission accomplishment. My support for the Air Force's policy on Equal Opportunity and Treatment (EOT) is



COL MICHAEL J. BELZIL
88TH ABW, Commander

Perceptions, Communication, Listening, and Prejudice



COMMUNICATION

Communication

Definition - The transmission of information, ideas, attitudes or emotions from one person to another, by conveying those ideas through written or spoken symbols or other verbal or non-verbal signs.



"I'll bet my dad can lick your dad."

Communication Process

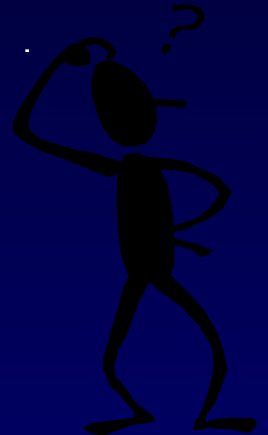
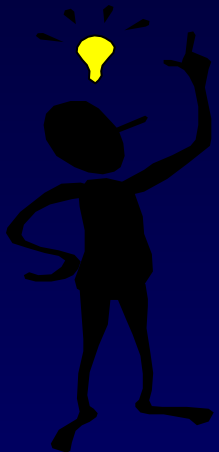
MESSAGE/SYMBOL

OTHER FACTORS

SENDER

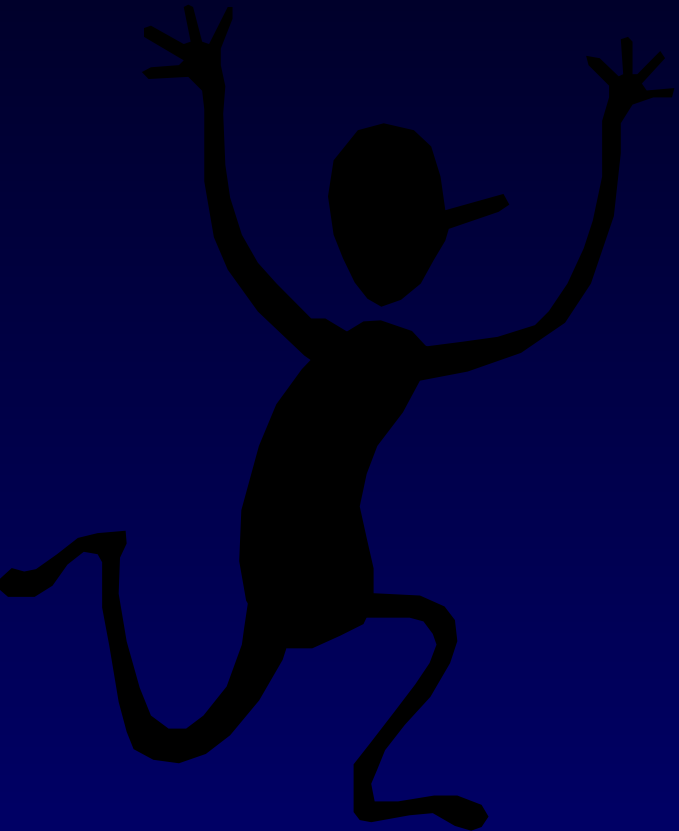
RECEIVER

FEEDBACK



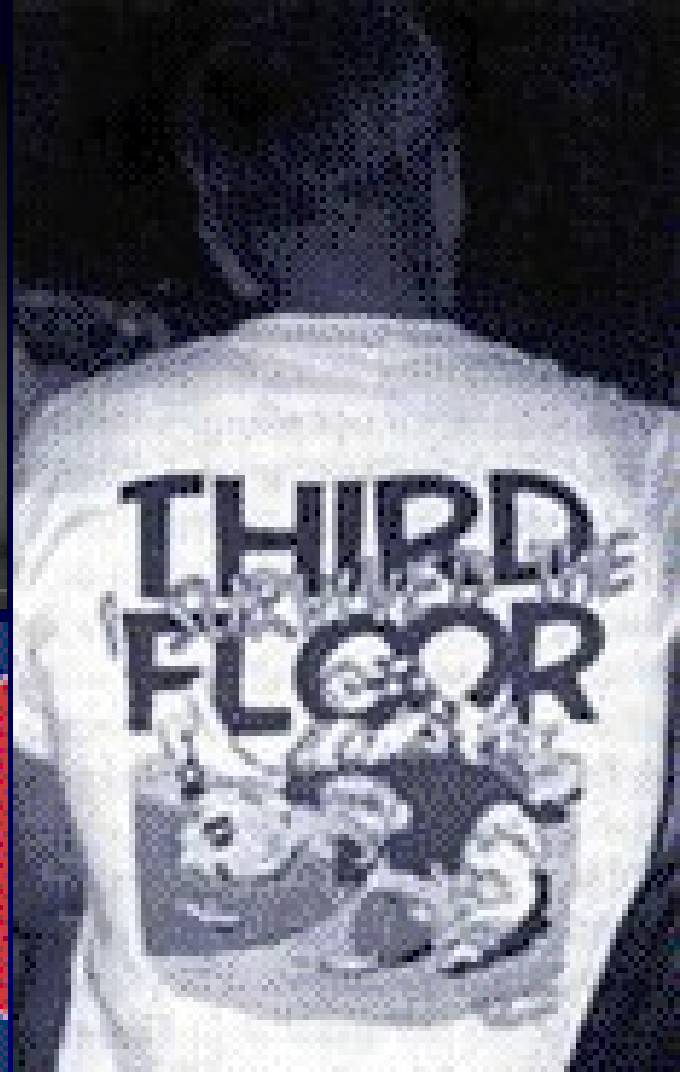
Verbal Communication

- **Wetback**
- **Chick**
- **Chink/Jap**
- **Nigger**
- **Bitch**
- **Kike**
- **Taco**
- **Cracker**
- **Redneck**
- **Wop**
- **Honkey**
- **Boy**
- **Sweet thing**
- **White trash**
- **Spic**
- **Polock**



Non-Verbal Communication

- Lack of Eye Contact
- Swastika
- Religious Symbols
- Bumper Stickers
- Hand Signs
- Confederate Flag





The Black Power Movement Comes to the Olympics

• Raised right hand
1968 Mexico City Olympic
American Games

• Raised left hand

• Unity of Black
America

• Together

• Arch of Unity &
Power

• Black Scarf

• Black Pride

LISTENING

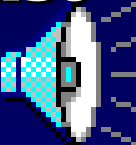
Listening

Definition - A complex process involving four separated but interrelated components:

- Receiving
- Attending
- Assigning Meaning
- Remembering



“We won’t have a problem finding the car tonight. I left the radio on full blast when I parked this morning.”



Poor Listening Skills

Influence the working, social, and living environment in positive and negative ways.

- **External Distractions**
- **Physical State**
- **Prejudice**
- **Impatience**
- **False Assumptions**
- **Preoccupation**

PERCEPTION

PERCEPTION

Definition - A person's immediate experience of other persons or objects gained through the sense organs, and somewhat modified by the perceiver's personal characteristics and by societal influences.

STEREOTYPE

Stereotyping



Carl Bower / NNS



Carl Bower / NNS

Categorizing people in a fixed or general pattern which may lead to making invalid assumptions regarding the particular group and member of the group

PREJUDICE

Prejudice

Definition - A judgement against, or an opinion contrary to, anything without just grounds or sufficient knowledge.

Similar to stereotyping, prejudice is a faulty and inflexible generalization based on an individual's aversion or dislike towards a person or group.

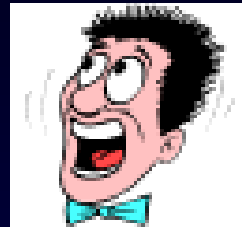


PERCEPTIONS, STEREOTYPES, PREJUDICE: WHERE DO THEY COME FROM?

FAMILY



EXPERIENCES



FRIENDS



VALUES



RELIGION



MEDIA

Unlawful Discrimination , Sexual Harassment, EOTI's



DISCRIMINATION

Unlawful Discrimination (military)

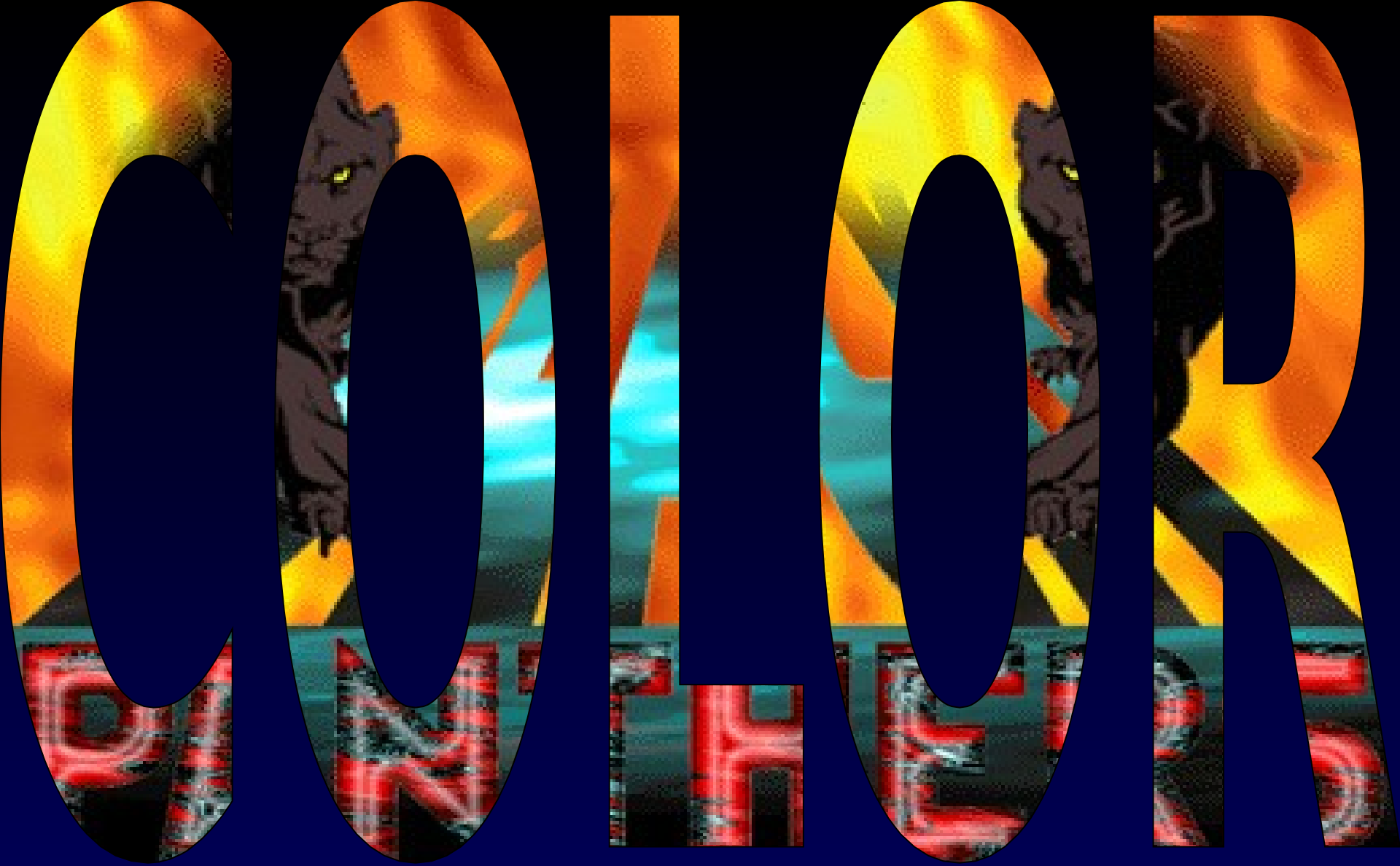
Definition - A disparagement in treatment of people based on their color, national origin, race, religion, or sex, and such distinctions are not authorized by law or regulation, IAW AFI 36-2706

Unlawful Discrimination (civilian)

Definition - An unlawful employment practice that occurs when an employer fails or refuse to hire, discharge, or otherwise discriminates against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, sex, national origin, age, reprisal, physical, or mental disability...IAW AFI 36-1201



Age (Civilian Only)



Discrimination on the basis of an immutable characteristic associated with race, such as skin color. Also, hair texture or certain facial features.

NATIONAL ORIGIN

An individual's or ancestor's place of origin. Also applies to a person who has the physical, cultural, or linguistic characteristics of a national group.



**American Indian or Alaskan Native; Asian or Pacific
Islander; Black (Not of Hispanic Origin); Hispanic;
White (Not of Hispanic Origin)**



**The Constitution of the United States, Amendment
1,
Ratified December 15, 1791**

“Congress shall make no law respecting an establishment



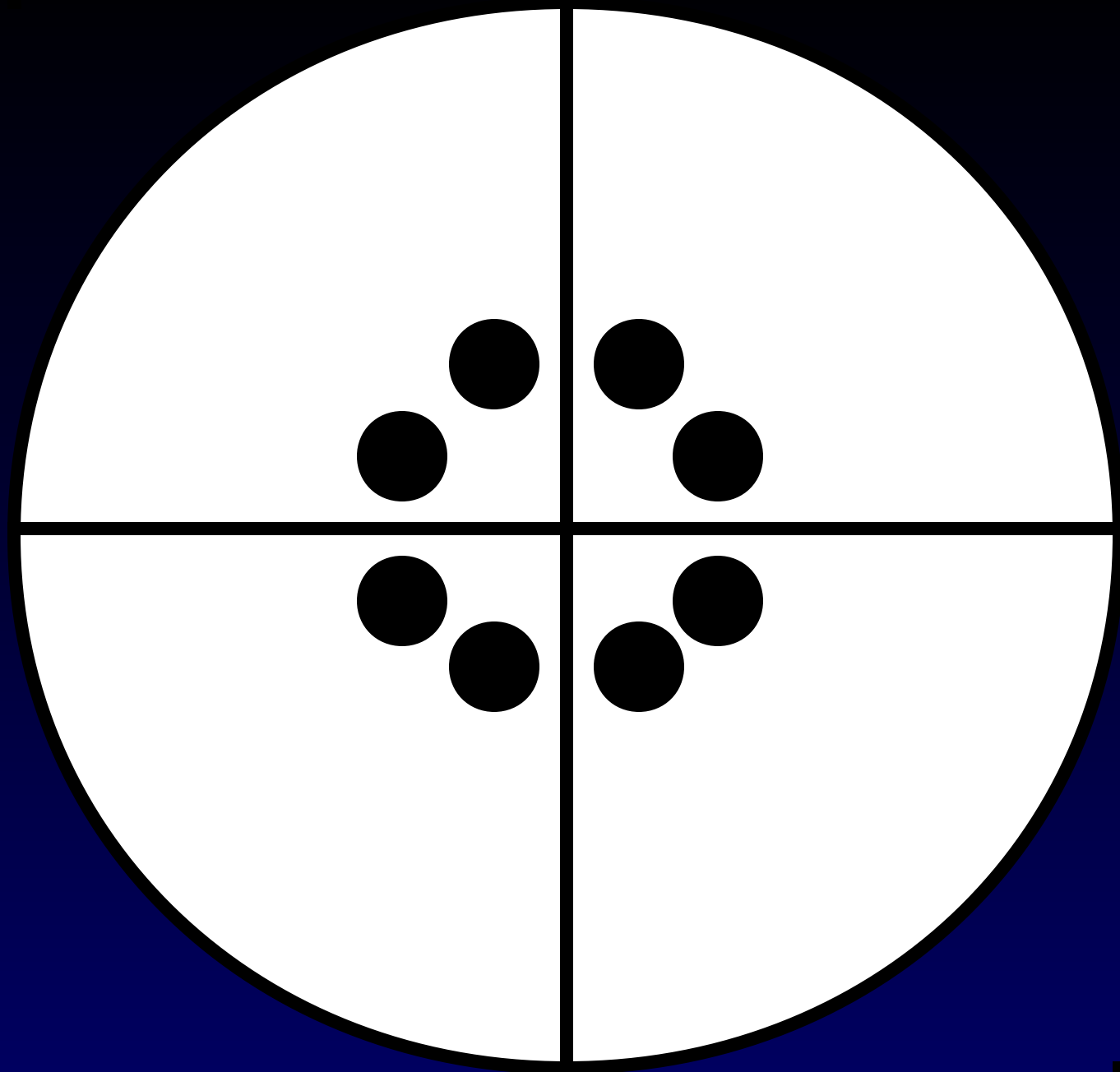
**Sexism - Discrimination based on
sex**

DISABILITY

**Physical/Mental Disability
(Civilian Only)**

Obvious Discrimination

Subtle Discrimination

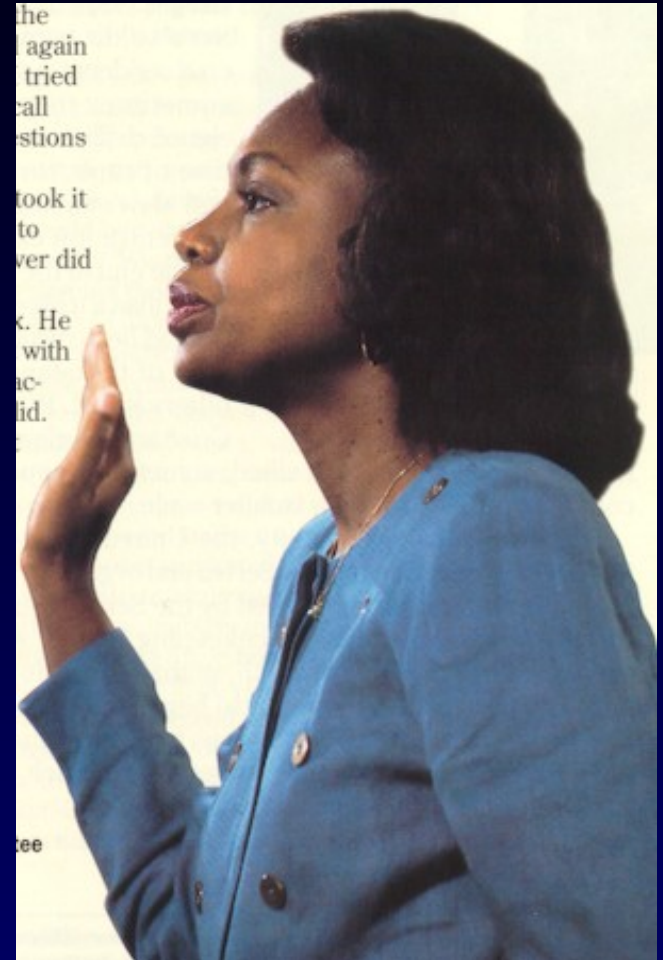


SEXUAL

HARASSMENT

Sexual Harassment

A form of sex discrimination that involves **unwelcome** sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature **WHEN:**



Sexual Harassment

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job pay or career (quid pro quo); or
- Submission to or rejection of such conduct by a person is used as a basis for a career or employment decisions affecting that person; or (quid pro quo)
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment

Sexual Harassment

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee, or

Sexual Harassment

Any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment

Examples of Sexual Harassment

- Verbal abuse in the form of sexually degrading language
- Physical abuse in the form of unwelcome touching
- Threats of adverse personnel actions for refusal to cooperate
- Promises of rewards or benefits for cooperating
- Same sex sexual harassment versus harassment based on sexual orientation
- Sexual Harassment Hotline 1-866-229-7074

EO TI

Equal Opportunity & Treatment Incidents

Definition - An overt damaging act, occurring on or off base, directed toward an individual, group or institution which is motivated by or has overtones based on color, national origin, race, religion, or sex., IAW AFI 36-2706

Equal Opportunity & Treatment Incidents

**Three EOTI classifications: minor,
serious, major**

**Classifications hinge on the
numbers of participants, level of
physical assault, medical care,
and/or amount of property damage**

MEO office must report an incident

CONSEQUENCES

Consequences for Violating Air Force EO Policy

- Verbal/Written counseling
- Letter of Reprimand
- UIF/Control Roster
- Article 15
- EPR/OPR Comments
- Removal from Supervisory Position
- Involuntary Separation
- Forfeiture of Pay
- Court Martial

MEO Office does not recommend specific corrective actions to commanders when a violation of MEO policy occurred.

Filing Complaint s



MEO Informal Complaint

Means for active duty military members, family members, and retirees to informally resolve unlawful discrimination and sexual harassment complaints prior to filing formal complaints

- Address concern with alleged offender, coworker, chain of command, etc.**
- Mediation - Additional means to facilitate communications between disputants**
- Appeal Rights - Both the complainant and offender have appeal rights**

MEO Formal Complaint

Means for military members, family members, and retirees to present allegations of unlawful discrimination and sexual harassment

- **Processing complaints through chain of command is encouraged**
- **MEO Complaint Clarification Process**
- **Legal Review**
- **Commander's corrective action(s), when appropriate**
- **Appeal Rights - Active duty military complainants and offenders have appeal rights. Family members and retirees do not have appeal rights**

2001 MEO

Statistics

- **Informal Complaints 4**
- **Formal Complaints 4**
- **EOTI's (minor) 2**
- **Unit Climate Assessments 7**
- **Personnel Trained 2,873**

2001 EEO Statistics Civilians

- **Informal Complaints 136**
- **Formal Complaints 30**

AGENCIES

Other Agencies/Options

- **Chain of Command**
- **Legal**
- **Area Defense Counsel**
- **Inspector General**
- **Command Chief Master Sergeant**
- **Chaplain**
- **Housing referral**
- **Mental Health Flight**
- **Equal Employment Opportunity Counselor (civilian)**
- **Security Forces Squadron (Assault/Sexual Assault)**

Reprisal & Retaliation



Reprisal (military)

Taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation against a military member for making or preparing to make a protected communication.



“Now remember, Welby, after the child is delivered, don’t slap it’s backside too hard. We don’t want to be accused

Retaliation (civilian)

No person shall be subject to retaliation for opposing any practice made lawful
by title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, or the Rehabilitation Act or for participating in any stage of administrative or judicial proceedings under those statutes.

AVENUES

Avenues for Reprisal/Retaliation

- **Alleged Offender (if member deems appropriate, to clarify perceptions)**
- **Chain of Command**
- **Wing/IG (Whistle Blower Protection Program)**
- **MAJCOM/IG, SAF/IG, DoD/IG**
- **Congressional Representative (Military/Civilian)**
- **Civilians may also consider using:**
 - **EEO Office**
 - **Discrimination Complaint Office**
 - **Union Office**
 - **Alternate Dispute Resolution office**
 - **Civilian Personnel Office**

Human Relation s Issues



Russell Boyce / AP

INSTALLATION DEMOGRAPHICS

The Base

- **Encompasses 8,500 acres**
- **Over 1,600 base facilities**

Population

- **Military Personnel** **6,700** +/-
 - **Officer** **3,100** +/-
 - **Enlisted** **3,200** +/-
- **Civilian Personnel** **11,040** +/-
- **Military Retired Personnel**
22,700 +/-
- **Mil Dep in Household** **10,400** +/-
- **Mil Surviving Spouses** **2,400** +/-

Total **53,840** +/-

Roles

&

Responsibilities

S



Individual's Role



Ian Waldie / AP

- **Develop an EO awareness/involvement**
- **Perform self evaluation for discriminatory behavior(s)**
- **Comply with Air Force policy**
- **Model behavior which fosters positive human relations**
- **Know your chain of command/
helping agencies**

Supervisor's Role

- Set positive example on/off duty
- Enforce EO policies
- Take action on every issue
- Address rumors
- Keep chain of command informed of issues affecting workplace
- Give feedback on issues worked



Commander's Role



- **Reiterate AF EO Policy**
- **Open Door Policy**
- **Address every issue**
- **Take appropriate action (s) to end unlawful discrimination/sexual harassment and ensure there are no reprisals**
- **Brief complainant/alleged offender on results**
- **Correct management deficiencies**
- **Report results of EO issues worked to MEO**

Summary

- **Values (Same or Different)**
- **I Events leading to current AF Approach**
- **II Perceptions, Communication, Listening, and Prejudice**
- **III Unlawful Discrimination, Sexual Harassment, EOTI's**
- **IV Filing Complaints**

Summary

- **V Reprisal and Retaliation**
- **VI Human Relations Issues**
- **VII Roles and Responsibilities**
- **Closure**

Closure

88 ABW/ME

1811 Van Patton Drive

Building #169

Wright-Patterson AFB, Ohio 45433

DSN 787-5028

257-5028